Sprout City Farms @ Jack's Solar Garden

Agrivoltaic Farm Apprentice Job Description

Sprout City Farms (SCF) is looking for individuals to play an integral role operating one of our farms, in the pursuit of creating a larger network of educational farms that nourish, and are nourished by, their surrounding community.

About Sprout City Farms at Jack's Solar Garden:

[Sprout City Farms](#) (SCF) is an urban agriculture and education nonprofit founded in 2010 with a mission to help build a just, equitable, sustainable local food system by: growing and distributing fresh produce locally; providing community education; training farmers; and facilitating ecological stewardship & research.

Our farm at [Jack's Solar Garden](#) (JSG) is a unique site with an emphasis on [agrivoltaic](#) (or agri-solar) research and education. On a combined 2.5 acres within a 4-acre, elevated solar array, Sprout City Farms manages two projects: 1) a University of Arizona (UA) research area studying agrivoltaic vegetable crop production, and 2) a 'proof-of-concept,' CSA/Market Farm that grows all the seasonal vegetables you would expect to see at a local farmer's market. We run a CSA and distribute our produce through several local food access channels. This season, we also plan to be a vendor at the Saturday Longmont Farmers Market, application pending.

JSG has several other agrivoltaic research & education projects operating onsite including the Colorado Agrivoltaic Learning Center (CALC), Colorado State University (CSU), and The National Renewable Energy Lab (NREL). Our farm projects are demonstrations of the potential of agrivoltaics, and our work is of great interest to visitors, thus part of SCF's work at JSG involves interacting positively with these partners and guests.

About the Apprenticeship Position:

This is a great opportunity for folks with some relevant vegetable farming and/or farmers market experience who are interested in the nexus of sustainable farming, local food production, and renewable energy. The agrivoltaic apprentice position will receive the training needed to do a wide array of field tasks to help meet our research and production goals, and be introduced to the growing field of agrivoltaics. The ideal candidates will have previous experience that enables them to work efficiently and effectively in a physically demanding role, and understand harvest-related time sensitivities. The apprentices should expect to be walking, standing, squatting, stooping, lifting and carrying for the majority of the work day Tuesday-Friday, and expect to work with our Market Coordinator to load/unload, setup/breakdown, and staff our market stall at the Longmont Saturday Farmers Market throughout the farm season.

<u>**Duties and Responsibilities:**</u>

- Bed–prep, greenhouse seeding, field planting, cultivating, harvest, and all tasks expected of

small-scale, diversified vegetable farm crew members.

- Assist in facilitating harvest to ensure high quality and timely production.
- Participate in all fieldwork activities including bed prep, seeding, weeding, mulching, harvest, cleaning, storage and distribution.
- Assist with leading groups of volunteers & interns in the completion of various farm tasks.
- Assist with food distribution programs and community service programs & events, including weekly attendance at Saturday farmers market.
- Assist with recordkeeping of harvest totals and research data.
- Assist with daily and seasonal farm upkeep, including:
    - irrigation system upgrades & maintenance.
    - weeding, grass cutting, mulching, composting, pathway maintenance.
    - cleaning and organizing washstation and food storage areas.
- Basic tool and equipment maintenance (training provided), including proper use and care of string trimmers & BCS (walk-behind tractor)
- SCF is committed to farmer education and as such we approach our field work with a teaching/learning mindset.
- Participate in on-farm, Thursday CSA pickup:
    - assist with setup, distribution of shares and breakdown of CSA pickup station
    - participate in staff rotation to run Thursday CSA pickups. (expect to stay until 6pm once a month)
    - engage positively with CSA members in person at pickups.
- Adhere to SCF training in employee manual and food safety plan.

Desired Experience and Skills:
- **At least one year of agricultural field experience** on a vegetable farm, or least one year of experience doing physically demanding outdoor work whether that be farming, landscaping, construction, etc.
- Experience working at a farmer's market or other food-related retail environment is ideal, but not required. **Enthusiasm to work the Longmont Saturday Farmers Market** is a must.
- **Enthusiasm to work on an experimental research farm**. Ability to work positively with leadership, for example: following a work plan set by leadership, **offering constructive observations**, learning from success and failure.
- Willingness to **take initiative** and follow-through on tasks. Pragmatic and **outcome-driven**.
- Genuine interest in learning while doing.
- **Positive communication style** and **curiosity mindset**.
- **Physical stamina and flexibility**. Ability and willingness to squat, bend and lift repeatedly and work in a variety of conditions (i.e. endurance to work long days, in diverse weather conditions).
- Flexible availability including working some evenings and weekend events.
- Preference will go to local residents rooted in the Longmont and surrounding area.

- Transportation to the farm and a mobile phone with text capability required.
- Bilingual English/Spanish speaking and/or writing skills are an asset. Please share with us if you have these skills and if you are interested in connecting with the Spanish-speaking Longmont community.

Time Commitment

This is a seasonal full-time position (40 hours per week) beginning April 15 and ending October 31, 2024. Wage rate is $20/hour, and compensation includes a health care stipend of $250/month, for a total compensation of $24,950 for the time specified above. This position also receives a seasonal CSA share valued at $750+. This position receives 4 days of PTO (paid time off), to be coordinated/rotated with other staff members so that only one person takes vacation at a time. SCF also provides paid holidays throughout the season.

For this position, work days will generally be **Tuesday-Saturday during the Farmers Market Season.** Flexibility around daily start/finish times is necessary as our schedule will shift with the light, the heat and the demands of the season. For example, longer days/weeks may be required during the busy season with some shorter days and/or weather cancellations in the early spring and late fall.

A mandatory orientation will be held in April and all staff will be required to commute to Denver to attend. "All-crew" days at the other SCF farm sites, and occasional visits to other local farms for "crew swaps" may be required. Transportation costs for travel to other farms will be compensated based on mileage; however, carpooling will be required to minimize cost.

Due to the seasonally intensive nature of farming, requests for time off are coordinated among staff schedules and the needs of the organization. Requests for time off must be submitted for approval, as early as possible. All staff are strongly encouraged to schedule necessary vacations during the less busy months of the season (e.g. late-June/July, after planting and before heavy harvest days in August/September).

Application Process

We believe that systemic inequalities disproportionately impact BIPOC (Black, Indigenous and People of Color), women, people from working class backgrounds, LGBTQ+ people, and other oppressed groups. Because we believe that these communities must be centered in our work as we fight for food justice for all, we strongly encourage applications from people with these identities or who are members of other disenfranchised communities.

Studies have shown that women and BIPOC are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. Sprout City Farms will consider any equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background.

To apply, please submit a resume, contact information for 3 references, and a cover letter addressing the questions below. In your letter, please answer the following questions:

1. What do you hope to learn from this position, and why are you drawn to work on an agrivoltaic

research farm?

2. In the "Desired Experience & Skills" section above, there are several words and phrases in boldface type. Choose 2 or 3 and share how these words/phases figure in your experience and how you might bring that experience to this position. You can share specific stories or describe your experience broadly – whatever sheds light on why you are a good candidate.

3. What does a just, equitable, sustainable local food system look like in your mind's eye?

Submit via email to:

Liza McConnell, SCF Research Farm Director @ Jack's Solar Garden

Email: liza@sproutcityfarms.org

Mail: PO Box 7536 Denver, CO 80207

We will be setting up interviews in early-mid February. Application window is open until positions are filled.

*Sprout City Farms follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, marital status, transgender status, gender identity, ancestry, gender, political service, affiliation or disability.

This policy applies to all Sprout City Farms employees, volunteers, members, clients, and contractors. This policy also applies to internal promotions, training, opportunities for advancement, terminations, outside vendors, members and customers, service clients, use of contractors and consultants, and dealings with the general public.*